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LIBRARY OF CONGRESS INFORMATION BULLETIN

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Library Issues Three New Publications

Three new publications on such disparate topics as theories of criticism, book collecting, and watermelons have been published by the Library.

Theories of Criticism: Essays in Literature and Art by M. H. Abrams and James Ackerman is the second number in a series of occasional papers of the Council of Scholars at the Library of Congress. Professor Abrams' essay, "Literary Criticism in America: Some New Directions," and Professor Ackerman's paper, "Interpretation, Response: Suggestions for a Theory of Art Criticism," were presented at Council of Scholars meetings in 1982.

M. H. Abrams is Class of 1916 Professor of English Literature at Cornell University. He is an authority on 18th- and 19th-century literature, literary criticism, and European Romanticism. He is the author of numerous monographs, among them *The Mirror and the Lamp: Romantic Theory and the Critical Tradition* (N.Y., 1953) which received the Phi Beta Kappa Christian Gauss Prize in 1954 and *Natural Supernaturalism: Tradition and Revolution in Romantic Literature* (N.Y., 1971), which won the James Russell Lowell Prize in 1972.

James S. Ackerman is professor of fine arts, Harvard University. He is the author of *The Architecture of Michelangelo* (N.Y., 1961), winner of the Alice D. Hitchcock Award in 1961 and the Charles R. Morey award in 1963, and of several studies of Palladio.

The Council of Scholars is an organization of approximately 25 distinguished, principally American scholars which acts as a liaison between the Library of Congress and the world of scholarship, advises The Librarian of Congress on the Library's collections, investigates topics of importance in American life, and publishes its findings in its Inventory of Knowledge. Professors Abrams and Ackerman are

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original members of the Council. Professor Abrams is currently its chair.

Single copies of the 55-page booklet are available free upon request from the Manuscript Division, Library of Congress, Washington, D.C. 20540.

Book Collecting: Personal Rewards and Public Benefits, a lecture by William P. Barlow, Jr., who is a well-known book collector from Oakland, Calif., also has been published by the Library. The lecture and publication were sponsored by the Center for the Book in its series of Engelhard Lectures on the Book.

As a collector Mr. Barlow specializes in the 18th-century English printer John Baskerville. He also has one of the largest and most significant collections of book auction catalogs in private hands. Drawing on his own collecting experiences, in his lecture Mr. Barlow succinctly describes his personal motivations; he also pinpoints some of the major benefits of private book collecting to scholarship.

The Engelhard Lectures on the Book, supported with funds contributed to the Center for the Book by Mrs. Charles W. Engelhard, are public talks that consider books in their many roles as exemplars of the graphic and typographic arts, as transmitters of ideas, and as influences on society. Mr. Barlow's lecture, presented at the Library of Congress on December 7, 1983, was the first Engelhard lecture to deal directly with book collecting.

Single copies of the 22-page booklet, *Book Collecting: Personal Rewards and Public Benefits,* No. 11 in the Center for the Book's Viewpoint Series, are available free upon request from the Library of Congress, Central Services Division, Washington, D.C. 20540.

A new book published by the American Folklife Center in the Library of Congress tells the reader just about everything there is to know about *Watermelon,* the book's title. Written by Ellen Ficklen, the slim 64-page paperback volume combines historical and dietary facts with humorous observations and poetry to capture something of the good times feeling that watermelons seem to inspire.

The book's numerous full-color illustrations range from an 1813 oil on canvas of melons and morning glories by Raphaelle Peale to examples of contemporary merchandise sporting the watermelon motif. Nuggets of information such as the fact that Thomas Jefferson, Henry David Thoreau, and Mark Twain were all partial to the melon are included. Annual watermelon festivals across the country are listed, noting the sites of seed spitting contests, watermelon queen pageants, and barbecues. *Watermelon* also includes recipes such as the "Old-Fashioned Watermelon Pickle," and newer thoughts on the subject of watermelon consumption, like "Gingery Watermelon Spritzer" and "Spicey Watermelon Pie."

Watermelon by Ellen Ficklen (AFC B2) may be purchased for $10 from the sales counters of the Jefferson and Madison Buildings of the Library of Congress or by mail from the Library of Congress, Information Office, Box A, Washington, D.C. 20540. Include $1 for postage and handling for a single copy, or $2 for multiple orders.

The *Library of Congress Information Bulletin* is issued weekly by the Library of Congress and distributed free of charge to publicly supported libraries and research institutions, academic libraries, learned societies, and allied organizations in the United States.

Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on the exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin,* Information Office, Library of Congress, Washington, D.C. 20540.

Sir Charles Johnston to Read October 3

Noted British author Sir Charles Johnston will read from his poems and translations on Wednesday, October 3, at 8 p.m. in the Library's Coolidge Auditorium.

Sir Charles Johnston, born in London, attended Balliol College, Oxford. He entered the British Diplomatic Service in 1936 and served in Tokyo, Cairo, Madrid, and Bonn between 1939 and 1955. He was British Ambassador to Jordan from 1956 to 1960; Governor and Commander in Chief of Aden from 1960 to 1963; Deputy Under-Secretary, Foreign Office, London, from 1963 to 1965; and High Commissioner in Australia from 1965 to 1971.

With his wife, Princess Natasha Bagration, he translated Ivan Turgenev's *Sportsman's Notebook* (1948). His verse translation of Alexander Pushkin's *Eugene Onegin* was published in London in 1977 and in New York in 1978. Sir Charles is also the author of several collections of poems, including *Poems and Journeys* (1979), *Rivers and Fireworks* (1980), *Talk about the Last Poet* (1981), and *Choiseul and Talleyrand* (1982). His collected translations of *Narrative Poems by Alexander Pushkin and Mikhail Lermontov* were published in 1983 in New York and in 1984 in London.

The reading is presented under the auspices of the Gertrude Clarke Whittall Poetry and Literature Fund. No tickets are required.

N.A. Byers Photo

The Washington Toho Koto Society performed a concert of contemporary and classical Japanese music in the Coolidge Auditorium on August 16. Shown above right is Hiroko Okamoto, one of the performers, playing the koto, a log-shaped instrument measuring about six feet in length with 13 strings which are plucked either with the fingertips or with ivory picks. Among the group's repertoire were such selections as "Lion Dance Suite" and "Variations in the Glow of Sunset." A demonstration and workshop on Japanese brush writing was held in the Whittall Pavilion following the concert. Two local teachers, Kyoko Okamoto and Tamae Brockman, demonstrated the art of brush writing and invited the audience to participate. Above left is Tamae Brockman applying the brush writing techniques. Alan Jabbour, director of the American Folklife Center, J. Thomas Rimer, chief of the Asian Division, and Shojo Honda, senior reference librarian in the Japanese Section, were also on the day's program.

Clarinetist and Pianist Join Juilliard For Concerts on October 4 and 5

Clarinetist Stanley Drucker and pianist Jens Nygaard will join the Juilliard String Quartet for concerts in the Coolidge Auditorium on Thursday and Friday evenings, October 4 and 5. Their program will include Beethoven's Trio in B-flat major for clarinet, cello, and piano, Op. 11 of Beethoven; Ravel's Sonata for violin and cello; Mozart's Sonata in C major for violin and piano, K. 296; and Contrasts for violin, clarinet, and piano, by Bartók.

Members of the Juilliard String Quartet (Robert Mann and Earl Carlyss, violins; Samuel Rhodes, viola; and Joel Krosnick, violoncello) will play Stradivari instruments presented to the Library of Congress by Gertrude Clarke Whittall.

Stanley Drucker, principal clarinetist of the New York Philharmonic, has performed as solo artist more than seventy times with that orchestra and numerous times with other major symphony orchestras throughout the world. He has appeared in chamber music performance with distinguished artists and ensembles including the Cleveland, Guarneri, and Juilliard quartets; with Robert Mann and pianist Leonid Hambro he recorded Bartók's *Contrasts*, included on the program for October 4 and 5. His many other recordings include Debussy's *Première rapsodie* and Nielsen's Concerto for Clarinet and Orchestra with the New York Philharmonic under Leonard Bernstein, and John Corigliano's Clarinet Concerto with the New York Philharmonic and Zubin Mehta; the Corigliano recording was nominated for a 1982 Grammy Award and for the Koussevitzky International Record Award. Mr. Drucker's principal clarinet teacher was Leon Russianoff. He attended the High

School of Music and Art in New York City and won a scholarship to the Curtis Institute at age 15. Since 1968 he has been on the faculty of the Juilliard School.

Jens Nygaard, conductor-pianist-teacher, is a native of Stephens, Ark. He is conductor of the Jupiter Symphony in New York, the founder and conductor of the Westchester Chamber Chorus and Orchestra, and director of the Washington Heights YMHA concerts. In 1970 he was in Vienna as teacher, conductor, and performer for the Beethoven Bicentennial Celebration. During the last few seasons he has presented several all-Tovey concerts, centennial celebrations of Fritz Kreisler, Ernest Bloch, and Georges Enesco, two programs of "Excerpts from Forgotten Operas," concerts of music inspired by Shakespeare and Isben, and a program of music written by two great conductors: Szell and Mitropoulos. He has conducted rarely heard operas by Handel, Pergolesi, Mozart, and Schubert, and has performed as pianist-conductor the complete piano concertos of Mozart. Recently, he launched a new series of one-hour concerts entitled "Lest We Forget," dedicated to the music of unduly neglected composers. Each summer he conducts the free Naumburg Orchestral Concerts in the parks of New York City. He has taught conducting at Columbia University Teachers College and currently teaches at Rutgers University and conducts the Rutgers University Orchestra. In addition, he gives private instruction on many orchestral instruments.

Tickets for both concerts will be distributed at the Washington Performing Arts Society box office, 1330 G St., N.W. (Jordan-Kitt's), beginning at 8:30 a.m. on Monday, October 1. Two tickets will be distributed to an individual, with a 25-cent service charge on each ticket. Phone orders may be placed by calling 393-4463. Mail orders are not accepted.

The concert on Friday evening will be broadcast live over radio station WETA-FM. It will be made available to stations in other cities by American Public Radio, under the auspices of the Katie and Walter Louchheim Fund in the Library of Congress.

LC Delegation Visits Chinese Libraries

William J. Welsh, The Deputy Librarian of Congress, led an official delegation of five persons invited by the National Library of China on a professional visit to libraries located in five Chinese cities May 27-June 9. During the two-week visit to Beijing, Wuhan, Shanghai, Hangzhou, and Guilin, the delegation met with some 800 librarians eager for news of developments in American librarianship. The group included Mr. Welsh, Henriette D. Avram, assistant librarian for processing services, John C. Broderick, assistant librarian for research services, Tao-tai Hsia, chief, Far Eastern Law Division, and Warren Tsuneishi, director for area studies. The invitation had been extended by Hu Sha, Deputy Director of the National Library, in accordance with the Cultural Exchange Agreement of 1979, and specifically in keeping with the third Implementing Accord to the agreement signed by President Reagan during his visit to China early in 1984 which called upon China and the United States "to facilitate the exchange of personnel, publications, and library materials between the Library of Congress and the National Library of China."

The program in Beijing devised by the National Library set the pattern for subsequent presentations in other cities.

First, the National Library invited some 300 librarians from Beijing and environs to a conference at the Cultural Palace of Nationalities to hear three lectures: managing change in libraries and planning for the future, with special attention to issues raised by technological developments in preservation, such as the mass deacidification of book papers and the optical disk storage of information, by Mr. Welsh; the national and international role of the Library of Congress in automation and networking, by Mrs. Avram; and collections and services for reference and research by Mr. Broderick. The presentation of these lectures was followed by the showing of the Library of Congress film, "America's Library," and "Preservation: an Investment in the Future" describing LC's preservation program. The shooting scripts for the two films had been sent in advance, so that simultaneous narration in Chinese could be provided during the screenings.

Second, on the following day, the participants in the conference were organized into small group workshop/seminar sessions. Led by members of the LC delegation, the seminars covered the subjects of the lectures as well as other aspects of contemporary American librarianship, with ample time and opportunity for detailed questions and answers. There was considerable interest, for example, in continuing education for librarians, their qualifications, and LC's system of incentive and quality increase awards.

In addition to the conference/seminars, the LC delegation held extended discussions with the National Library on the current exchange of publications program which has brought a flood of Chinese language books and periodicals to Washington since agreement on the exchange was reached in 1979. Programs of staff exchange also were discussed, with the National Library suggesting that LC staff could not be accommodated until the completion in 1987 of the new library building now under construction. In addition, Mrs. Avram had some six hours of intensive discussions

with automation staff centering on plans to utilize a newly installed Hitachi M150 computer and peripheral equipment. Various indexing techniques, problems of format design, processing versus communications formats, and techniques required to accomplish automation goals were covered in detail.

A visit to the 10-acre building site in a cultural zone in the western suburbs of Beijing revealed a massive excavation with steel rod forms being erected preparatory to the pouring of concrete. Designed to house 12 million volumes and a staff of 2,500, and to provide 3,000 seats in 36 reading rooms, the complex, it was said, would constitute the largest single library building in the world when completed.

Discussions were also held with the staff of the China National Publishing Industry Corporation, LC's blanket order dealer for Chinese publications, and with officers of the Association of Chinese History, publishers of the *Zhongguo Lishixue Nianjian* (Chinese History Yearbook). The association had earlier expressed interest in a joint venture with the Library of Congress in publishing the bibliographical part of the yearbook in English translation, and the talks were essentially to acquire further information.

On the morning of the departure from Beijing, the delegation met with Zhu Muzhi, the Minister of Culture, responsible administratively for national and public libraries in China. Mr. Zhu noted the long history of libraries and librarianship since ancient times, but observed that China's libraries had fallen behind when compared to similar institutions in the west. He expressed appreciation to the delegation for reaching out to Chinese librarians, commenting that one of the most serious problems facing the National Library was in the training of staff to provide the kind of service expected upon the completion of the new building.

The tri-city conurbation of Wuhan, located at the confluence of the Yangtze and Han Rivers in central China, was the second stop, with visits to Wuhan University and the Hubei Provincial Library scheduled for the delegation. Wuhan University boasts the first (in China) and still the foremost library school department (its precursor was the Boone University library science department organized by the American Mary Elizabeth Wood in the 1920s). The department, with 74 faculty members, enrolls 470 undergraduates and 34 graduate students, as well as 602 correspondence course students of library and information science. The total student body enrollment is 5,593 undergraduates, 616 graduate students, and 1,140 correspondence students. In May 1984 the Ministry of Education approved conversion of the department to a School of Library and Information Science, but the conversion has not yet been implemented, the LC delegation was told. Meanwhile, there are jobs aplenty for all four-year undergraduate and three-year graduate students produced not only by Wuhan but elsewhere since the country's library science departments, now numbering 30, cannot keep up with the national demand for trained librarians.

Some 300 librarians, faculty, and students from the Wuhan area attended the lecture/seminars presented by the LC delegation. During the seminars, a variety of questions were put, including, for example, questions on continuing education and training for librarians and information science specialists faced with new requirements posed by automation; educational qualifications for nonlibrarian specialists; the chemical reaction involved in the diethyl zinc mass deacidification process for paper preservation developed at the Library of Congress; the relationship between traditional bibliographies and online information sources in providing reference service; and the effect on conventional means of microcopying, such as microfilming and microfiching, by the newly developed optical disk technology. Answers and prepared handouts were provided, which have been supplemented by additional mailings following the delegation's return to LC.

The stay in Wuhan included a visit to the Hubei Provincial Library, a major regional library with a comprehensive collection of materials on local history, including historical documents and gazetteers. The director, Xu Xiaomi, an eminent bibliographer, observed, however, that his library lacked certain of the titles listed in Chu Shih-chia's *A Catalog of Chinese Local Histories in the Library of Congress* (1942) and suggested an exchange of microfilms, with the Hubei Provincial Library providing film of titles lacking in LC's collections.

In Shanghai, the third city in the tour, the program format was changed, with the local branch of the China Society of Library Science organizing its members into two large discussions groups at the Shanghai Library, the first focusing on library automation, and the second on management, reference services, and processing. A series of probing question asked about the role of the Library of Congress in cooperative ventures, such as the preparation of the *Anglo-American Cataloging Rules* in cooperation with the American Library Association, the Library Association, and the Canadian Library Association, and the development with RLG–RLIN of automated cataloging of Chinese, Japanese, and Korean language materials, inadvertently exposed a deep interest in modalities of cooperation needed in China itself in bringing together the National Library, the Library Association of China, and local libraries in planning national and local library projects.

The LC group reached the fourth stop on the tour,

Zhejiang University, located in Hangzhou, about 110 miles southwest of Shanghai, by train. At the university, the delegation was greeted by Professor Han Zhenxiang, a graduate of Rensselaer Polytechnic Institute with a degree in electrical engineering, who provided a detailed description of the university which he heads. Emphasis is on departments of science and engineering and on allied research and production institutes. Professor Lei Daoyen, a biochemist specializing in macromolecular research and recently appointed director of the library, provided a detailed orientation to the new library building, completed in 1982, and second only to the Beijing University Library in size. Professor Lei, heading a staff of 102 librarians and desirous of providing advanced education in librarianship, asked in an extended discussion for an evaluation of library schools in the United States to which he could send selected members of his staff. The conference/seminar program, involving over 100 librarians from the university and neighboring institutions, followed the format designed in Beijing.

At Guilin, the fifth and final stop, there was time for a visit to the Guilin Library, which serves the Guangzi Zhuang Autonomous Region of which Guilin is the capital. Like the Hubei Provincial Library, the Guilin Library is noted for its collection of documents and materials relating to the local history of the region. In the reading room, the entrance to which is marked by an enormous ideograph commanding "SILENCE!," was a large array of current periodicals, foreign and domestic, mostly consisting of April and May 1984 issues. Attached to the library was a carpentry shop where the group saw, under construction, book cabinets of camphorwood—to house rare books, since the wood serves as a natural insecticide and there are few if any other means of preservation available in the library. The library, the group was informed, is used primarily by government researchers and officials. The possibility of obtaining microfilms of sources on local history was discussed with library officials.

From Guilin, the delegation proceeded to Guangzhou (Canton) for an overnight stop prior to departure from China and farewells to Qiao Ling, deputy chief, International Liaison Bureau, National Library of China, who had served as escort/interpreter, and Li Jing, administrative official, National Library of China, who had also accompanied the delegation to serve as liaison with local officials. Without the dedicated support of Ms. Qiao and Mr. Li, the ability of the delegation to confer and interact with librarians throughout the trip would have been impossible.

The delegation's overnight stay in Hong Kong prior to departure for the U.S. was marked by a dinner meeting hosted by the Hong Kong Library Association under the leadership of Barry Burton, director of the Hong Kong Polytechnic Library, arrangements for which had been made by former LC staffer Michael Costin, currently on the staff of the Chinese University of Hong Kong Library. [*Warren Tsuneishi*]

Library Visitors during August

From Abroad

Algeria—His Excellency Ambassador Layachi Yaker and family, Ambassador of Algeria to the United States, Washington, D.C.

Australia—Malcolm McArthur, principal education officer, Curriculum Directorate, Education Department of South Australia, Adelaide.

The Congo—Alexis Gabou, attorney general, Brazzaville.

Denmark—Jens Skrumsager Skau, member of Parliament, Copenhagen.

Egypt—Aziz Abdel Azim, director, Computer Center, Ministry of Foreign Affairs, Cairo.

Federal Republic of Germany—Lt. General E. Eimler, chief of staff, West German Air Force; Gerhard Hahn, deputy librarian, Bibliothek, Deutscher Bundestag, Bonn.

France—Etienne Hubert, professor of literature, The Sorbonne, Paris.

Grenada—Beverly Steele, administrator, University of the West Indies, Marryshow House, St. George's.

Haiti—Wilfred Bertrand, director, National Archives, Port-au-Prince.

Italy—Pietro Florio, director, Milan Public Library, Milan.

Israel—Ilana Kedmi, coordinator and head librarian, Research Department, Diaspora Research Institute, Tel Aviv University, Tel Aviv.

Jamaica—Joan Elizabeth Marie Hay, supervisor, School Libraries, Jamaica Library Service, Kingston.

Japan—His Excellency Ambassador Yoshio Okawara and Mrs. Okawara, Ambassador of Japan to the United States, Washington, D.C.; Motoo Murahashi, chief librarian, Library of Kyoto Sangyo University, Kyoto; Kiyoshi Ohsuga, curator, Contemporary Arts, Kyoto Municipal Museum of Arts, Kyoto.

Kuwait—Ali Haidar, Ministry of Education, Sofat.

Mexico—Carlos Hernandez, minister, Cultural and Historical Affairs, State of Guerrero.

Nigeria—E. J. Alagoa, head, History Department, University of Port Harcourt, Port Harcourt.

People's Republic of China—Gao Zhongmao, deputy director, Foreign Affairs Office, and He Yuguan, director, Consular Section, Foreign Affairs Office, Liaoning Provincial Government.

Poland—Golda Tencer, actress and director, Warsaw.

STAFF NEWS

David Scott Thomas Retires

Library Staffer since 1942

David Scott Thomas, librarian in charge of service to U.S. citizens abroad in the Consumer Relations Section of the National Library Service for the Blind and Physically Handicapped (NLS/BPH), retired on August 31 after 42 years of service with the Library of Congress.

Mr. Thomas with (left to right) Devon Liner, assistant head of the Consumer Relations Section, and NLS/BPH staff members Edward Jewell, Dorothy Moore, Mona Werner, and Silas Bunday

Mr. Thomas was honored with a retirement reception that was attended by many present and former coworkers at the NLS/BPH headquarters on Taylor Street on August 29. At age 72, Mr. Thomas feels lucky to have been a part of a service that is important to so many people. During the reception, he stated that "For some readers, especially some of the older readers, talking books are the most important thing in their lives." Throughout Mr. Thomas' 42-year tenure, he has directly served blind and physically handicapped patrons.

During his college days at George Washington University, where he earned his bachelor of arts degree in English literature, Mr. Thomas received one of the first talking book machines available. The machines were then distributed by the District of Columbia Association of Workers for the Blind. The early talking book machines, weighing 40 pounds each, were not all that helpful because there were only 50 titles available. Now there are more than 41,000 braille and talking book titles in the NLS collection.

NLS/BPH assistant director Mary Jack Wintle dances with Mr. Thomas

Mr. Thomas enjoys reading, but he also likes to dance and is an accomplished Scottish country dancer and teacher. He now dances four nights a week and plans to continue to teach dancing. In addition, he loves folk and classical music and has a record collection that fills four rooms in his house.

At the conclusion of Mr. Thomas' reception, a bagpiper from the St. Andrew's Society of Washington played a few favorite tunes and Mr. Thomas demonstrated some of the dance steps that he does so well.

Joe Johnston of the St. Andrew's Society of Washington and Mr. Thomas

Staff Members Are Awarded Affirmative Action Fellowships

Affirmative Action selection panels recently designated 36 staff members to receive affirmative action fellowships for fiscal year 1985. The fellowships, which carry a stipend of up to $1,200 for tuition and books, went to 26 employees studying in undergraduate fields and 10 studying at the graduate level. The recipients of fellowships and their divisions are identified below and on the opposite page, along with their areas of study or their chosen careers.

Name	*Division*	*Career Field*
Nita Archie	Serial Record Division	Administrative Officer
Paul Baker	Serial and Government Publications Division	Social Science Analyst
Elizabeth Battle	Loan Division	Computer Science Specialist
Carolyn Buchanan	Catalog Management and Publication Division	Social Science Analyst
Linda Carpenter	National Referral Center	Administrative Officer
Linda Carr	Recruitment and Placement Office	Social Science Analyst
Rose Carter	MARC Editorial Division	Computer Science Specialist
Lisa Cockran	Descriptive Cataloging Division	Administrative Officer
Herbert Connell	Federal Research Division	Intelligence Research Specialist
Steven Galloway	Collections Management Division	Foreign Affairs Specialist
Denise Gravely	National Referral Center	Administrative Officer
Susan Harley	Examining Division	Administrative Officer
Leslie Hawkins	Records Management Division	Copyright Specialist
Franchesca Hebron	Collections Management Division	Copyright Specialist
Dewey Hopkins, Jr.	Photoduplication Service	Computer Science Specialist
Warren Johnson	Financial Management Office	Technical Information Specialist
Alaine Lechtman	National Library Service for the Blind and Physically Handicapped	Librarian
Christopher Mathias	Binding Office	Librarian
Terrie V. Matthews	Executive Assignment and Classification Appeals Office	Administrative Officer
Lula McCracken	Financial Management Office	Administrative Officer
Larry Nunley	Government Division	Social Science Analyst
Anthony Padua	Collections Management Division	Computer Science Specialist
George W. Parker	Automated Systems Office	Computer Science Specialist
Debbie Reed	Photoduplication Service	Librarian
Robert S. Roth	Shared Cataloging Division	Librarian
Leslie E. Russ	Library Services Division	Computer Science Specialist
Lynn Russ	Office of Management and Administrative Services	Administrative Officer
Edgar Sheppard	Buildings Management Division	Computer Science Specialist
Richard Strick	Examining Division	Copyright Specialist
Iris Toyer	Position Classification and Organization Office	Social Science Analyst
Leon Turner	Library Services Division	Administrative Officer
Mary Urka	Loan Division	Librarian
Cheryl Walker	Federal Research Division	Librarian
Walter Williams	Buildings Management Division	Administrative Officer
Carol Winfree	Federal Research Division	Administrative Officer
Ruby Woodard	Motion Picture, Broadcasting and Recorded Sound Division	Librarian

Affirmative Action Fellowship recipients are (first row, left to right) Signora James, Herbert Connell, Warren Johnson, Robert Roth, Carolyn Buchanan, Ruby Woodard, Linda Carr, Christopher Mathias, Anthony Padua; (second row) Carol Winfree, Denise Gravely, Terrie Matthews, Walter Williams; (third row) Richard Strick, Alaine Lechtman, Linda Carpenter; (fourth row) George Parker, Mary Urka, Cheryl Walter; (fifth row) Paul Baker, Nita Archie, Larry Nunley, Rose Carter; (top) Lula McCracken, Lisa Cockran, Franchesca Hebron, Dewey Hopkins, Leon Turner; (not pictured) Elizabeth Battle, Steven Galloway, Susan Harley, Leslie Hawkins, Debbie Reed, Leslie Russ, Lynn Russ, Edgar Sheppard, Iris Toyer.

Personnel Changes

Appointments: James Coble, trainee librarian, GS-9, STDO, NP; Raj Parr, computer programmer, GS-9, TSO, 40343; James Reding, trainee librarian, GS-9, STDO, NP; Elizabeth Reifsnyder, trainee librarian, GS-9, STDO, NP; Theresa Salazar, trainee librarian, GS-9, STDO, NP; LaVerne Todd, library technician, GS-5, Sci & Tech, 40369; Mark Ziomek, trainee librarian, GS-9, STDO, NP.

Temporary Appointments: Elizabeth Ahern, library aide, GS-3, NP; Angela Burrell, library aide, GS-1, NP; John Fauntleroy, legal information technician, GS-5, NP; Marvis Hemphill, worker-trainee, GS-1, NP; Andrea Raye, library aide, GS-1, NP; Diane Tepfer, survey support clerk, GS-3, NP.

Temporary Reappointments: Susan Crosby, bibliographic editor, GS-11, NP; Beverly Wingate, deck attendant, GS-3, G115A.

Promotions: Alvert Banks, to computer programmer, GS-7, ASO TSO, 40343; Dolley Hong, to section file clerk, GS-4, Ord, 40366.

Transfers: Theodore Bacah, cataloging editor, GS-9, to CMP, 40250; Hisako Halasz, science reference librarian, GS-12, to Sci & Tech, 40285; Jasmina McNew, cataloging editor, GS-9, to CMP, 40250.

Resignations: Kevin Christian, AL/NP; Angela Dungee, Col Mgmt; Mary Ellery, LL; Stephen Gilbert, Ser Rec; Eunice Jackson, CDS; John MacDonald, CRS; Carolyn Meyer, Cat Mgmt; David Spradley, CRS MCR; Richard Tyson, CRS CRD; Kathryn Wilcox, Ser Rec; Elizabeth Ward, CRS FAND; Jewel Williams, Pers Opns; Claudette Wilson, CRS; Brian Wolfe, Subj Cat.

Upcoming Events

On September 26, the **Online Users Group** will sponsor a program from 2 to 3 p.m. in the Mumford Room, LM 649, on future help features in SCORPIO. Jeff Griffith of the Information Systems Section in the Office of Automated Information Services will speak about the work done by the Retrieval Advisory Group (RAG) to create help features for LOCIS. The program will be designed to solicit staff opinions on the recommendations of the RAG Help Subgroup for online searching prompts in SCORPIO. Staff members wishing to attend this meeting must receive permission from their supervisors.

On September 28, the **Library of Congress Professional Association** will present Beverly Elson and her program on the Thomas Jefferson Building entitled "The Library of Congress, Monument to American Progress" at 12:10 p.m. in the Mumford Room, LM 649. Ms. Elson's dissertation for her doctorate in art history from the University of Maryland was on the art and architecture of the Library of Congress. Her presentation will be illustrated with slides. Staff members wishing to attend this one-hour program must receive permission from their supervisors.

Staff Carpool Locator

Elizabeth Maloney of the Position Classification and Organization Office, ext. 75601, is seeking drivers/riders for a carpool coming from the Shepherd Park and Takoma Park, Md., area (along Blair Rd. to North Capitol St.). Current members are on a flexitime schedule and work from 8:30 a.m. to 5 p.m.

Leah Silverstein of the Shared Cataloging Division, ext. 77899, would like to join a carpool coming from the Silver Spring, Takoma Park, Md., area, and is willing to adjust to any timetable.

Mary Wilson and Anne Woodard of the Acquisitions and Processing Division, ext. 79293 and ext. 76880, are seeking a rider/driver for an existing carpool coming from the Woodlawn/Hybla Valley area in Alexandria, Va. Current carpool members are on a compflex schedule, option C, and arrive for work at 6:30 a.m.

Recent winners of the first WRA tennis tournament, which raised over $250 to benefit the Cystic Fibrosis Foundation, are (seated, left to right) Ray Ahearn of the Economics Division, winner in the Men's Advanced division; Cynthia Gossom of the Personnel Security Office, winner in the Women's Beginner division; and Dennis Chin of the Automated Systems Office, winner in the Men's Intermediate division. Seated in back is Jim Cole, WRA activities chairperson and coordinator of the tournament. Not pictured is Manae Fujishiro of the Shared Cataloging Division, winner in the Women's Intermediate division. The winners of the WRA tennis tournament participated in the League of Federal Recreation Association championship at the Aspen Hill Racquet Club in late August. Cynthia Gossom was the winner in her level of competition and will advance to the regional tournament in Bedford Springs, Pa., to compete with other regional winners.

Concluding Reports on the Annual Conference of the American Library Association

Dallas, Tex., June 23–27, 1984

Resources and Technical Services Division

Heads of Cataloging Discussion Group

This discussion group met on Tuesday, June 26. Chair Colleen F. Bednar, head, Monographs Unit, Michigan State University Libraries, called the group to order. The principal topic for discussion, "Cataloging Costs," was preceded by an update on minimal-level cataloging (MLC), a brief report by Ben Tucker, chief, Office for Descriptive Cataloging Policy, Library of Congress, and the election of a new vice chair, chair-elect for 1984–85. The Library of Congress has produced 86,000 minimal-level records, but MARC tapes for these records have not yet been loaded by anyone. Glenn Patton, senior support and training specialist, Marketing & User Services, OCLC, reported that the OCLC Cataloging Advisory Committee had made a rather negative reaction to the idea of OCLC's loading the MLC tapes. He added that there were more problems than originally anticipated. The discussion group reaffirmed its consensus that the MLC records be added to the RLIN, WLN, and OCLC data bases; the MLC records should not bump the full-level records already in the file; and the member libraries be permitted to upgrade MLC records encountered.

Ben Tucker's report on cataloging news from the Library of Congress was very brief, as all of the topics had been extensively reported in LC publications, *American Libraries,* or in other meetings at the Annual Conference. The topics included the Library of Congress name authority file and the coming Linked Systems Project (computer to computer link to start by end of the year with the Research Libraries Information Network; the Washington Library Network to follow soon thereafter and OCLC a bit later); music and sound recordings finally in MARC (two tapes issued); and progress of the "bibliographic flip" (special project to convert non-AACR 2 headings on pre-1981 bibliographic records to their AACR 2 counterparts when these are found in the current authority file; the project is now through the letter "E" of the authority file).

The remainder of the time was devoted to the principal agenda topic of "Cataloging Costs." This discussion was introduced and then led by vice chair Heidi Hoerman, head, Technical Systems and Bibliographic Control, Teachers College, Columbia University. The ensuing discussion pointed to the varying bases of evaluating and creating statistics for the cost of cataloging. The process of cataloging is not standardized and the variations in routines from library to library make comparisons suspect. Other factors were pointed out, such as the fact that professional staff commonly work more than 40 hours a week, whereas this is the common ceiling for nonprofessional workers. Douglas Phelps, head of technical services, Vanderbilt University, added a new dimension to the discussion by describing a plan instituted two years ago at the central library to use costs as a large factor in planning, particularly in relation to branch libraries. According to this plan, work being planned for is broken down into tasks and the cost of each is figured out in advance. Primarily on the basis of cost then cataloging activities are accepted or rejected in advance. A unit desirous of yet more cataloging is accommodated only if the request is accompanied by the guarantee of funds from the same unit or if the unit is willing to give up some other activity approved for action and costing approximately the same.

Heidi Hoerman summarized the discussion and raised the question of why anyone does studies of costs. The answer is: to justify development work, e.g., an on line catalog; to refine existing processes; and to make decisions of all types with information in hand, as opposed to deciding on a "crisis basis" with no information in hand. She concluded by saying that the discussion would be continued at Midwinter, and that cataloging priorities would be added as an agenda item.

Sylvia F. Geiger, head, Catalog Department, University Libraries, University of Notre Dame, was elected vice chair, chair-elect for the coming year.

[*Ben R. Tucker*]

Library Administration and Management Association

The Library Administration and Management Association Discussion Group, in conjunction with the LAMA Personnel Section and the Office for Library Personnel Resources Advisory Committee, sponsored a program on Monday, June 25, entitled "Problem Employees: Improving Their Performance." James G. Neal, Reference and Instructional Services Division, Pattee Library, Pennsylvania State University, University Park, presided. After noting that the program was initiated two years ago, he asked the audience, which filled to capacity the West Ballroom of the Dallas Convention Center, to indicate how many of them had problem employees. The response was an overwhelmingly affirmative one. The program was designed to provide managers with constructive problem solving ideas in the areas of employee-supervisor relationships, problem situations, and employees with problems.

The keynote address was delivered by Mardell S. Grothe, a consulting psychologist and partner in Performance Improvement Associates, serving clients in Washington, D.C., Boston, and other areas. Dr. Grothe centered his address around his book, *Problem Employees: How to Improve Their Performance* (1981), which he coauthored with his partner, Peter Wylie. He emphasized supportive, confidence raising techniques, noting particularly that the best way to establish positive employee-supervisor relationships and to improve employee performance is through the TRAC approach: *T*rust, *R*espect, *A*ffection, *C*onfidence. On the other hand, Dr. Grothe discussed how not to improve employee performance: avoiding, overreacting, complaining, and lecturing. The manager who avoids a problem situation only makes the problem worse because other employees lose respect for the manager who does not deal with problems. At the other end of the spectrum is the manager who might be characterized as the "Screamer" or the "Tyrant," the manager who overreacts and explodes when confronted with a problem. While that approach may bring results for a while, it leads to a loss of credibility. The complaining manager is guilty of dumping his frustrations on someone else and is seeking to confirm his own distorted view of the problem. The manager who resorts to lecturing employees is one who cannot listen. People lecture because they do not know how to listen and build receptivity. Good lecturing is predicated on receptivity. When polled, most of those in the audience characterized themselves as avoiding types.

According to Dr. Grothe, the most important skill for managers and employees to develop is the ability to listen, to help another person think out loud. He discussed four ways to become better listeners. First, use body language to show that you are being attentive. Second, ask thought provoking questions. Avoid open-ended as well as yes and no questions. Instead ask questions that encourage the individual to think out loud. Third, after asking thought provoking questions and getting responses, encourage more response. Finally, read back the thoughts conveyed by recasting the essence of what was said. Reading back is proof positive that you heard what the speaker said. It confirms that you were listening.

Dr. Grothe additionally emphasized the value of the relationship-performance improvement interview in maximizing employee potential. When planning such an interview, the manager should approach the employee privately, explaining specifically why the meeting is being held, explaining the plans for the meeting, and suggesting ways that the employee can prepare. The manager should prepare an employee plus and needs improvement chart. It should be as concrete as possible, and it should be supported by examples. The chart should not focus on weakness but rather on areas that can be improved. It should show what the employee must do to prove that progress has been made. The interview itself should be held without interruptions, in private, and face-to-face, preferably without a desk as a barrier. The meeting should have a carefully designed structure with a beginning, a middle, and an end. Begin by giving the employee an overview of where the meeting is going. End with the performance agreement and with an opportunity for the employee to say how he/she feels about the meeting.

The second speaker was Sheila Creth, Personnel Office, University Library, University of Michigan, Ann Arbor, who spoke on "The Role of the Personnel Office in Working with Problem Employees." Ms. Creth focused on problem situations rather than on problem employees and emphasized that supervisors must address any situation at hand. By not doing so, supervisors sometimes create problems. Although the personnel office advises, informs, suggests, supports, and monitors, it is caught in the middle, supporting both supervisors and staff. As a result, it must create a trusting environment. The personnel office can assist only. Supervisors and employees must resolve differences.

Ms. Creth suggested that the personnel office should take a holistic approach. The question should not be how to solve a particular problem but how to take a long-range view to prevent the problem. She made several recommendations. The personnel office should look for the best person for the job instead of looking for the right person. The office should provide knowledge, skills, and confidence, along with clear job standards and expectations. Turnover rates should be analyzed to determine why they occur at certain levels. The personnel office should use the exit interview as a means of gaining feedback from nonthreatened employees leaving the organization. Finally, it should examine sick leave records to determine if patterns exist.

Ms. Creth concluded by emphasizing her belief in prevention and in going beyond the symptoms and identifying the problem. She reminded managers to have a realistic picture of the time required to resolve an employee problem, which is usually six months to a year. She encouraged them to show a commitment to success in resolving a problem, particularly by offering employees retraining. She also advised managers to review progress or lack of progress with the employee on a regular basis. "The worst time to hear you're doing a poor job," she said, "is when you're being fired."

The third speaker, Jeniece Guy, Office for Library Personnel Resources, ALA Headquarters, talked about the employee with a problem. In her presentation, Ms. Guy noted that more often than we like to admit, supervisors must deal with employees who have problems.

Employee assistance programs, defined as formal programs set up by an employer to treat employee problems, started about 1973 as alcoholism or substance abuse programs, and many of them continue as such today. They have grown to include problems which center around the family, personal problems, grief, finances, medical concerns, and retirement plans. These programs tend to be voluntary rather than mandatory, and except for large organizations, they are usually offered externally. According to Ms. Guy, the success of employee assistance programs depends on three major criteria: assurance of confidentiality; clearly written policies and procedures; and health insurance coverage for clinical aspects of the program. Other important factors include management backing, employee enthusiasm, easy access to assistance, supervisory training, professional leadership, and follow-up evaluation. Ms. Guy suggested that the best way for a supervisor to handle an employee with a problem is to avoid diagnosis or treatment, to avoid moralizing, to avoid giving advice, and to avoid minimizing a problem which may loom large in the employee's mind. Instead the supervisor should listen but know where to draw the line, watch the employee's job related behavior, follow a course of action, and, if appropriate, refer the employee to a trained professional.

Mardell S. Grothe concluded the program by answering the question. "What do I do if none of this works?" One recourse is to transfer the employee. This is done for the employee who has good skills that the organization does not want to lose. Whenever a transfer is involved, it is important to be honest with the employee's new supervisor. Another avenue which may be taken is to restructure the job to take advantage of the employee's special skills. In other cases, a problem employee in a managerial position may be neutralized by placement in a job of lesser importance. The final recourse, termination, is the most difficult. However, Dr. Grothe believes that far more problem employees should be terminated than actually are. Sometimes it is the only way to get the problem employee to grow, because motivation is higher during a crisis. Before termination, however, the manager has a responsibility to give the employee a chance to improve. During the improvement period, it is wise to pay attention to documentation, and if termination is ultimately required, the employee should be given the opportunity to resign. [*Brent L. Kendrick*]

History Section

"The Use of U.S. Federal Documents in Historical Research" was the topic of the History Section program on Sunday, June 24. The program was chaired by Paul Mogren, History Section vice chair, chair-elect, and cosponsored by the section's Bibliography and Indexes Committee and the Government Documents Round Table. Four speakers read papers on the topic of acquainting librarians and historians with using Federal documents for historical research; the speakers also addressed the nonuse of Federal documents by historians.

Steven D. Zink, head, Government Publications Department, and Microform Coordinator, University of Nevada, Reno, spoke about "The Current State of Access to Government Publications in History/Primary Sources, Secondary Sources, Access Tools." He surveyed the value of historical primary and secondary Federal document sources and gave an overview of traditional tools used by historians to access government publications. He then discussed the new index tools which have been produced during the last decade and which have dramatically broadened access to government publications. Addressing the problem of historian nonuse of Federal documents, the speaker presented the following needs and suggestions: a guide to Federal documents for historians is essential; more extensive educational techniques are required; and Government documents librarians must alert historians to the treasures that await them and establish communications with special collections and archives or manuscripts divisions.

The next speaker was Peter Hernon, associate professor, Graduate Library School, University of Arizona. His topic was "Information Needs and Gathering Patterns of the Academic Community, with Special Emphasis Given to Historians and Their Use of U.S. Government Documents." He spoke about the role of libraries in providing goverment information to historians. In an examination of the information needs and information gathering behavior of historians and other social scientists his findings suggest that among social scientists, historians are among the lowest users of Federal documents, primarily receiving information by word-of-mouth. In addition, after looking at the competitive information environment, he views libraries as one of many information providers. Because of today's information overload, librarians should be organizing information for precise access and recall. Suggesting the need for further research, he identified factors for a research design.

Bruce Morton, associate librarian, Information Services/Government Documents, Carleton College, discussed "U.S. Documents as History: The Intersection of Pedagogy and Librarianship." Presenting a novel approach to the topic, he advocated teaching history, not librarianship, to history students. Document use should be taught through problem solving and not through bibliographic instruction. The librarian and professor should work jointly to help the student con-

nect the problem and the information sources that can help solve it. He reminded the audience that foreign topics also need the use of Federal documents and he remarked that browsing Federal document collections is difficult because of the archival SuDoc system used by 70 percent of the depository libraries.

Frank S. Lee, manager of the Government Publications Division, Dallas Public Library, and adjunct associate professor, Texas Woman's University Graduate School of Library Science, spoke about "The Librarian as Futurist? or Government Publications and the Decision Making Process in a Public Library Setting." Discussing statistical and international resources of the Federal Government, he gave numerous examples of questions from the Dallas Public Library's Government Publications Division, where 50 percent of all questions are for statistical information. The majority of users of Federal Government publications at the Dallas Public Library come from six sources: business, law, government, energy, science and industry, and media. These users need current (past month to 10 years) and future information within stringent time frames. He observed that the student of history must often redefine the context of a search, using the tools of economics, demographics, statistics, data processing, and marketing research.

Handouts were provided by the Congressional Information Service. Audio cassettes (two tapes) of this presentation are available for $11.95 each from ALA.

The History Section's business meeting preceded the program and was chaired by Judith P. Reid, History Section chair. A brief history of the section was outlined, officers were introduced, and announcements were made. The section's new brochure which was widely distributed at Dallas is available from RASD headquarters. [*Judith P. Reid*]

Social Responsibilities Round Table

Feminist Task Force

The Social Responsibilities Round Table's Feminist Task Force sponsored two programs on Saturday, June 23. The first was an introduction to women's groups in ALA, a session offered periodically by the Feminist Task Force featuring representatives of various groups. At this conference, speakers described the activities of: LAMA Women Administrators' Discussion Group; ACRL Women's Studies Discussion Group; the ALA Committee on the Status of Women in Librarianship; RASD Discussion Group on Women's Materials and Women Library Users; the SRRT-FTF itself; and the independent organization and journal, Women Library Workers. LAMA also sponsors a Racism-Sexism Awareness Discussion Group. The program helps further communication among the groups and gives conference attendees an opportunity to learn about current projects related to women's issues.

That evening, the Task Force and the Committee on the Status of Women in Librarianship coponsored a colloquium entitled "The Gender Gap: Women's Political Clout" with thoughtful remarks by political philosopher Elizabeth Kamarck Minnick and by Eddie Bernice Johnson, former member of the Texas House of Represenatives. Ms. Minnick spoke on women's perceptions of political power, a generalization that is difficult to make because women are so different from one another. Part of claiming power is the right to claim differences, and not to allow the dominant (male) group to define the nature and beliefs of women. She discussed various interpretations of power, of equality, and of the phrase "the pursuit of happiness," showing how important it is for women to have access to public life which promotes accountability and a sharing of power. With the gender gap now identifiable, Ms. Minnick hopes women will spread more equitable notions of political power. She closed by commenting on the changes in the academic world brought about by these types of redefinitions in politics, history, and philosophy.

To Ms. Johnson, power is what is perceived and what that does for one. It may come from money or numbers, and requires a pragmatic analysis of the risks and benefits. She feels women more often want power in order to administer fairness, not to control wealth. Women need to identify common interests and priorities to unite across differences, yet must not deny those very differences, such as race and class. Ms. Johnson outlined concerns of organizing and educating women on certain issues, characterizing them as a "napping giant" awaiting effective mobilization. She urged women to challenge the status quo when those in power do not represent women's needs. The ensuing discussion with the audience picked up the basic themes of difference and cooperation. Questions focused on ways of linking the theoretical and practical insights offered by the speakers. [*Sarah Pritchard*]

ACRL/RASD Women's Studies Discussion Groups

"Women Online" was the topic of a joint meeting of the ACRL Women's Studies Dicussion Group and the RASD Discussion Group on Women's Materials and Women Library Users. The speakers addressed the problems of creating and using online data bases for research in women's studies. Joyce Duncan Falk related her experiences as an historian and data base editor producing *Historical Abstracts* and *America: History and Life*. She saw that women's history materials required better access, not only to augment the kinds of items indexed but to expand and revise the index-

ing terms. Through teaching and writing, she has tried to introduce historians and students to the complexities of searching such an evolving interdisciplinary topic in indexes established for more conventional research.

By contrast, the other two speakers described the creation of new data bases. Cheryl Sloan of the Business and Professional Women's Foundation reported on the ongoing design of a thesaurus and data base for research on women. Sponsored by the National Council for Research on Women, the project involves a network of cooperating institutions and will result in a published thesaurus (due in 1985) and a publicly available data base listing citations to books, journals, organizational resources, and work in progress.

Gurley Turner of Catalyst, Inc., gave the background of the development of Catalyst Resources for Women, the first national data base devoted to women's issues. Searchable through BRS, this file concentrates on women's work-related concerns such as reentering the workforce, professional women, sex discrimination in employment, the two-career family, vocational and educational programs, and the like. Since its appearance in early 1983, the file has grown to over 6,000 documents and has been used by clients in academic institutions, health centers, and international organizations. [*Sarah Pritchard*]

Council on Library Resources Sponsors RECON Meeting

Wayzata, Minn., July 16–18, 1984

From July 16 through 18, at the Spring Hill Conference Center in Wayzata, Minn., 29 persons focused their attention on a report, *Issues is Retrospective Conversion,* prepared by Jutta Reed-Scott, Dorothy Gregor, and Charles Payne. The underlying question during the meeting was whether or not the cause of scholarship could be advanced by a carefully articulated program aimed at a coordinated approach to retrospective conversion of manual bibliographic records to machine-readable form by the research libraries of the country. The conference was sponsored by the Council on Library Resources (CLR) as part of an effort of the council's Bibliographic Services Development Program to assess the current level of retrospective conversion and an exploration of the primary issues needing attention if libraries are to convert their bibliographic files to machine-readable form effectively and economically.

The meeting opened with a description and summary of the report, followed by an outline of the retrospective conversion activities of the bibliographic utilities (OCLC, RLIN, WLN). The report was critiqued and a panel discussed "what it would take to make things happen." Small groups then met to discuss the issues and develop a set of recommendations for action. The collective recommendations of the small groups were refined by the entire group into a set of priorities for CLR action. Those recommendations include the following:

An organized retrospective conversion (RECON) program is a viable alternative at this time,. Whatever program results from these recommendations should not be viewed as a replacement for existing local RECON efforts. The fundamental objective of such a program must be the conversion of manual records to machine-readable form and, secondarily, the upgrading of extant less-than-full machine records.

North American research libraries are the focus of these recommendations and any program that may flow from them. However, this focus must also include the special resources of other institutions.

The Association of Research Libraries (ARL), probably through its Bibliographic Control Committee, should assume program definition and management oversight responsibilities. There are several models for operation of such a program within ARL, for example, the microform clearinghouse. ARL should also invite the participation of a representative of the Independent Research Library Association during the definition stage of the program. Early attention needs to be paid to the exact scope of the RECON problem.

A coordinated program for RECON must capitalize fully upon other RECON record-producing activities, for example, records created as a by-product of preservation activities.

The approach recommended is a subject approach based upon the LC classification scheme, or, under certain conditions, based upon certain very strong special collections.

It is important that any institution choosing to participate in the coordinated RECON program must agree to produce and share records according to a set of agreed upon standards (based upon the premise that the fullest possible record properly encoded is to be preferred), which were specified to include: (1) the assumption that the MARC format for data encoding and exchange be used; (2) the National Level Bibliographic Record Minimal Level Record standard is the least acceptable record; (3) AACR 2 is preferred for access points; and (4) subject headings should

be compatible with Library of Congress and Medical Subject Headings (LCSH and MESH).

The telecommunication protocols resulting from the Linked Systems Project (LSP) should provide the enabling mechanism for sharing records produced on the several shared cataloging services' systems. Until the LSP is fully operational, access to records resulting from a coordinated RECON program should be provided through a Library of Congress distribution mechanism. Any records accepted as Library of Congress MARC records and distributed as part of the MARC Distribution Service should be maintained by the Library of Congress. The Library of Congress agreed to investigate the posibility of a Library of Congress distribution mechanism.

The ARL Bibliographic Control Committee should explore a variety of funding options for the support of a coordinated RECON program. Individual projects should be packaged for fund raising purposes. In addition, a strategy of assessments of research libraries should be explored. Finally, appropriate staff from Title II-C and the National Endowment for the Humanities should be advised that a coordinated RECON program is being prepared.

Three additional miscellaneous recommendations were also agreed upon: the potential for the use of optical character recognization (OCR) techniques for RECON should be reappraised; Library of Congress records converted by project participants should be flagged and returned to the Library of Congress for use (Henriette Avram agreed to consider the usefulness to the Library of Congress of this suggestion); and microenhancer or similar techniques using microcomputers should be developed for searching across several data bases in the conversion process.

Immediately following the three-day general RECON meeting, a second group of 21 individuals met at the same conference site to plan the coordination of RECON activities within the music library community. All the major societies and professional music groups were represented as well as music faculty and composing communities. Henriette Avram, David Smith, Catherine Garland, and Dorothy Gregor attended from the Library of Congress. Working with the recommendations of the general meeting as background the music group recommended that an umbrella organization is needed to coordinate the work within the music community. CLR plans to call a meeting of representatives from the OCLC Music Users Groups REMUS Project, the Associated Music Libraries Group, the International Association of Music Libraries, the Music Library Association, the Association of Recorded Sound Collections, Associated Audio Archives Project, the Library of Congress, and the three bibliographic utilities for purposes of creating such an umbrella. In addition, the program emphasis should be on the conversion of manual records of research materials in music collections. Also, the standards recommendations from the music group were more stringent and specific than those of the general meeting and included the requirement that series authority work should be required if a series entry is to be used as an access point and that uniform title entries be in AACR 2 form. Finally, because of the importance of series access for music materials the group also recommended that the Library of Congress investigate the possibility of converting the series listed in *The New Grove Dictionary of Music and Musicians* and Heyer's *Historical Sets, Collected Editions, and Monuments of Music.* Conversion and upgrading to AACR 2 of the series listed in these two works prior to large scale bibliographic conversion will reduce the duplicate effort in converting the most commonly used series. Additional specific recommendations for coded fields were also made. [*Dorothy Gregor*]

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